

VITA

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May 2017

ACADEMIC EMPLOYMENT

University of South Carolina, Associate Professor of Accounting, 2015-present

University of South Carolina, Assistant Professor of Accounting, 2013-2015

University of Pittsburgh, Assistant Professor of Accounting, 2009-2013

EDUCATION

Georgia State University - Atlanta, Georgia

Ph.D. – Accounting, 2009

University of Alabama - Tuscaloosa, Alabama

Master of Accountancy, 1998

Bachelor of Science in Accounting, 1997

RESEARCH

Publications

- (1) "A marathon, a series of sprints, or both? An analysis of tournament horizon in multi-period tournament settings," *The Accounting Review*, 2016 91(5): 1391-1410, with Willie Choi and Ivo Tafkov
- (2) "Honor among thieves: Open internal reporting and managerial collusion," *Contemporary Accounting Research*, 2016 33(4): 1375-1402, with Harry Evans, Don Moser, and Bryan Stikeleather

- (3) "Relative performance information in tournaments with different prize structures" with Ivo Tafkov – *Accounting, Organizations, and Society*, 2014 39(5): 348-361.
- (4) An investigation of how the informal communication of firm preferences influences managerial honesty" –*Accounting, Organizations, and Society*, 2014 39(3): 195-207.
- (5) "The effect of relative performance information on performance and effort allocation in a multi-task environment," *The Accounting Review* , 2013 88(2): 553-575, with R. Lynn Hannan, Gregory P. McPhee, and Ivo D. Tafkov
- (6) "The effect of disseminating relative performance information in tournament and individual compensation schemes," *The Accounting Review*, 2008 83(4): 893-913, with R. Lynn Hannan and Ranjani Krishnan

Working Papers

- (1) "The Effect of Incentive Scheme and Task Type on Psychological Entitlement and Altruistic Behavior" with Ivo Tafkov and Flora Zhou – revising for second-round submission to *Contemporary Accounting Research*
- (2) "Managerial discretion over relative performance information provision: Implications for manager and employee behavior" with Gary Hecht and Ivo Tafkov – submitted to the *Contemporary Accounting Research* conference
- (3) "The effect of relative performance information detail level and temporal aggregation on effort allocation in a multi-task environment" with R. Lynn Hannan, Ivo Tafkov, and Gregory McPhee - under first-round review at *Contemporary Accounting Research*
- (4) "Putting the I in RPI: The informational benefit of relative performance information on employee strategy selection and performance" with Bryan Stikeleather and Nate Waddoups – under first-round review at *Accounting, Organizations, and Society*
- (5) "Putting your money where your mouth is? The role of communication and compensation controls at motivating performance in multidimensional tasks" with Ling Harris and Michael Majercyzk – preparing for submission to *Journal of Economic Behavior & Organization*

Work in process

- (1) "An investigation of how the nature of misconduct influences the effectiveness of offering financial incentives for whistle-blowing" with Bryan Stikeleather – data collection stage
- (2) "The power of praise: How the provision and distribution of subjective performance ratings affect employee creativity" with Andrew Collins, Bryan Stikeleather, and Nate Waddoups – experimental design stage
- (3) "Relative performance information and peer evaluation: Implications for inter-team information sharing" – with Paul Black, Bryan Stikeleather, and Nate Waddoups - experimental design stage

TEACHING

University of South Carolina – Columbia, SC

Spring 2017

Doctoral Seminar in Managerial Accounting (ACCT834)

- 1 section (no performance rating due to small class size)

Summer 2016

Management Accounting in a Global Environment (DMSB717)

- 1 section; instructor performance rating of 4.8 (out of 5.0)

Accounting for Management Control (DMSB743)

- 1 section; instructor performance rating of 4.8 (out of 5.0)

Spring 2016

Management Accounting in a Global Environment (DMSB717)

- 1 section; instructor performance rating of 4.8 (out of 5.0)

Accounting for Management Control (DMSB743)

- 1 section; instructor performance rating of 4.8 (out of 5.0)

Fall 2015

Advanced Cost / Managerial Accounting (ACC502)

- 1 section; instructor performance rating of 4.74 (out of 5.0)

Summer 2015

Management Accounting in a Global Environment (DMSB717)

- 1 section; instructor performance rating of 4.8 (out of 5.0)

Spring 2015

Management Accounting in a Global Environment (DMSB717)

- 1 section; performance ratings not collected

Fall 2014

Advanced Cost / Managerial Accounting (ACC502)

- 2 sections; average instructor performance rating of 4.83 (out of 5.0)

Fall 2013

Advanced Cost / Managerial Accounting (ACC502)

- 3 sections; average instructor performance rating of 4.73 (out of 5.0)

University of Pittsburgh – Pittsburgh, Pennsylvania

2009 – 2013

Cost / Managerial Accounting

- 6 sections; average effectiveness rating of 4.3 (out of 5.0)

Strategic Cost Management

- 6 sections; average effectiveness rating of 4.2 (out of 5.0)

Georgia State University - Atlanta, Georgia

Visiting Instructor, 2008-2009

Cost / Managerial Accounting

- 6 sections; average effectiveness rating of 4.3 (out of 5.0)

Instructor, 2005 - 2008

Cost / Managerial Accounting

- 5 sections; average effectiveness rating of 4.5 (out of 5.0)

Introductory Accounting

- 6 sections; average effectiveness rating of 4.2 (out of 5.0)

HONORS, AWARDS, and GRANTS

Best Paper Award – 2016 AAA Annual Meeting, Management Accounting Section for
“The effect of incentive scheme and task type on psychological entitlement and
altruistic behavior”

PwC INQUIRES Data Analytics Teaching Grant - 2015

Best Paper Award – 2012 AAA Annual Meeting, Management Accounting Section for
“The effect of internal reporting openness on managers’ collusive behavior”
(formerly titled “Information policies, collusion, and honor among thieves”)
University of South Carolina Moore School Research Grant – 2015, 2014, 2013
Institute of Management Accountants Foundation for Applied Research Grant - 2012
University of Pittsburgh Katz School of Business Dean’s Small Research Grant- 2012
Institute of Management Accountants Foundation for Applied Research,
Doctoral Student Grant -2008
GTA Teaching Excellence Award, J. Mack Robinson College of Business,
Georgia State University - 2007
Catherine E Miles Doctoral Fellowship, Georgia State University - 2006
AAA/Deloitte/J. Michael Cook Doctoral Consortium Fellow- 2006

PROFESSIONAL ACTIVITY

Editorial Board Member

Journal of Management Accounting Research – January 2013 - present (agreed through
at least 2018)

Co-coordinator Managerial Accounting Section (MAS) doctoral colloquium, 2016-2018

Professional Memberships

American Accounting Association (AAA)
- Management Accounting and ABO/Behavioral sections
Institute of Management Accountants (IMA)

Ad Hoc Journal Reviewer

The Accounting Review
Contemporary Accounting Research
Accounting, Organizations, and Society
Journal of Management Accounting Research
European Accounting Review
Management Accounting Research
Behavioral Research in Accounting

Presentations of Research

University of Texas-Austin (invited workshop) – upcoming Fall 2017
University of Georgia (invited workshop) - 2017
University of Waterloo (invited workshop) - 2015
Michigan State University (invited workshop) - 2010
AAA Management Accounting Section Research Conference - 2007, 10, 11, 12, 14, 15
AAA Annual Meeting – 2012, 16

Discussions of Others' Research

AAA Management Accounting Section Research Conference – 2010, 11, 12, 13, 14, 16, 17
AAA Annual Meeting - 2012

Reviewer of Papers for Research Conferences

AAA Annual Meeting - 2007, 2011-2017
AAA Management Accounting Section Research Conference – 2007-2017
AAA ABO/Behavioral Research Conference - 2005, 08, 10, 13-17

Conference Attendance

AAA Annual Meeting – 2012, 2014, 2016
AAA / Ernst & Young New Faculty Consortium - 2010
AAA Management Accounting Section (MAS)
 Doctoral Colloquium and Research Conference – 2006-09
 Research Conference – 2010-17
AAA Accounting Behavior and Organization Section (ABO)
 Doctoral Consortium - 2007
 Research Conference -2005, 07, 10
Global Management Accounting Research Symposium -2007
AAA/Deloitte/J. Michael Cook Doctoral Consortium - 2006
University of Texas at Austin Accounting Conference,
 Austin, Texas -2006, 2015 (invited attendance)
Southeast Summer Accounting Research Colloquium -2005, 06, 07, 08

UNIVERSITY OF SOUTH CAROLINA ACTIVITY

Dissertation committee chairperson for Nate Waddoups (May '18 expected graduation)
Darla Moore School of Business, Undergraduate Program Faculty Committee
 Committee Member, 2015-present
School of Accounting PhD committee
 Committee Member, 2016-present
School of Accounting undergraduate curriculum committee
 Committee Chair, 2015-present
School of Accounting workshop committee
 Committee Chair, 2014-present
 Committee Member, 2013-2014
Center for Advancement of Accounting (CAA) – board member, 2013- 2016

UNIVERSITY OF PITTSBURGH ACTIVITY

Dissertation committee member for Bryan Stikeleather (2013 graduate)
Accounting Area workshop coordinator, 2011-2013
CBA Undergraduate Programs Committee, 2010-2013

David Berg Center for Ethics & Leadership Review Committee, 2009-2010

PREVIOUS EMPLOYMENT

THE NETWORK, INC. (Atlanta, Georgia)
Senior Accountant, 2002-2004

ZAPMEDIA, INC. (Atlanta, Georgia)
Financial Analyst, 2000-2001

ERNST & YOUNG LLP
Staff Auditor
Atlanta, Georgia, 1999-2000
Birmingham, Alabama, 1998-1999